



C(onservative?) Theory

Physics is a community of interest, optimised to understand nature.

1. Physics does not depend on nation, race, sex \Rightarrow

open to good people from any background.

Indeed physics was international when 'culture' served nationalism.

2. Pushing the limits of human brain, physicists heavily selected on

interest (1 person every 10?) and ability (1 person every 1000?).

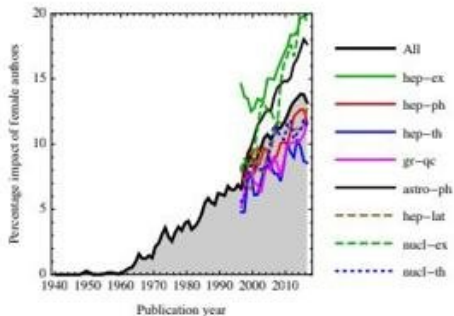
Indeed science created the modern world. Not easy.

3. It required developing tough selective rules and a great culture

intellectual honesty + quantitative evidence.

% of women in different fields

Less women in STEM than in humanities (where right/wrong good/bad distinctions is less clear) or ~legal professions (where real power is).



Also at CERN: female %_{admin} \gg %_{physicists} \gg %_{technicians}.

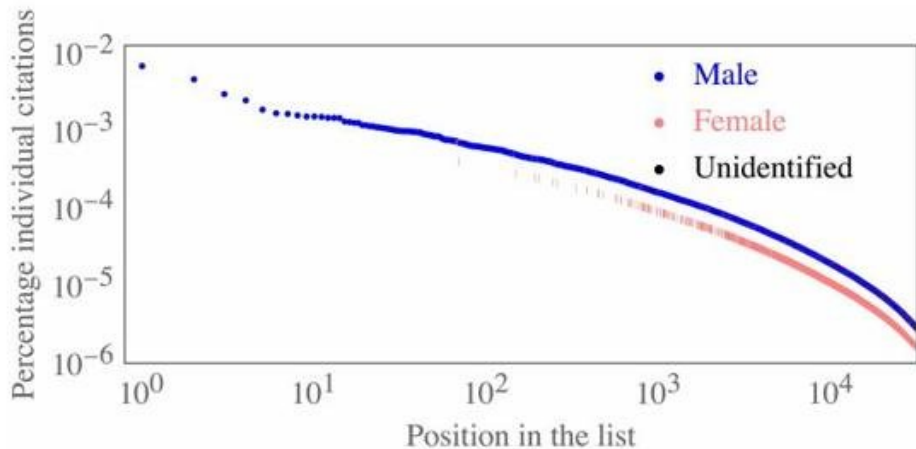
Does not look discrimination

Sexism in conferences?

Silvia Penati et al. complain when key speakers at conference are men.

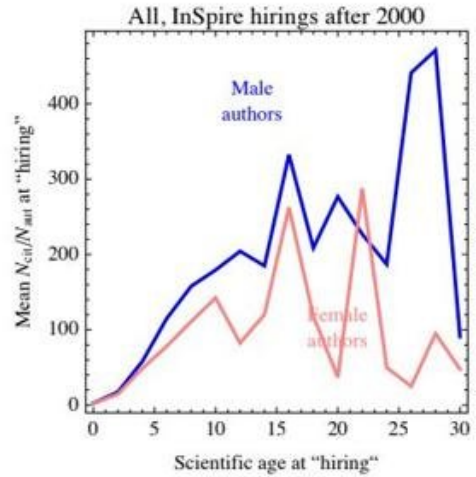
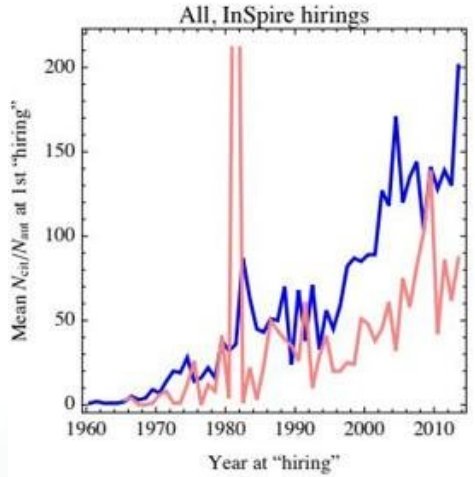
Key speakers are top-authors invited to attract participants.

Top authors are man, man, ... man and produced 10%, as the bottom 500



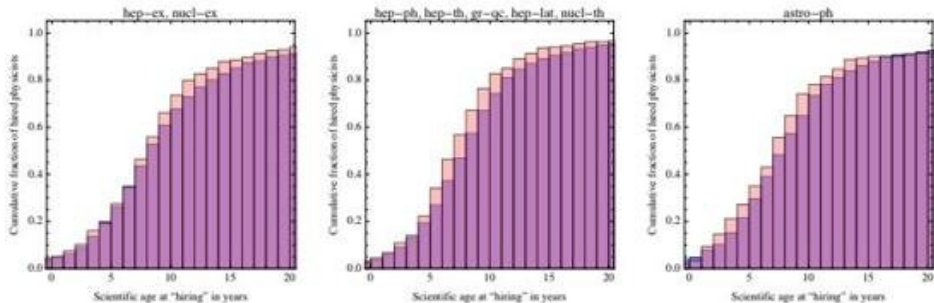
Why female-only physics speakers at "gender equality" conferences?

Gender asymmetry in hiring



On average, women "hired" with less citations.

Gender asymmetry in hirings: by age



Women "hired" $\mathcal{O}(1)$ year earlier than men with similar biblio-metric.

Gender asymmetry in hiring: by country

Mean number of citations at 1st InSpire hiring, all authors, after 2000:

country	Male		Female		Male/Female	
	"hirings"	$\langle N_{\text{cit}}/N_{\text{aut}} \rangle$	"hirings"	$\langle N_{\text{cit}}/N_{\text{aut}} \rangle$	"hirings"	$\langle N_{\text{cit}}/N_{\text{aut}} \rangle$
US	729	119	161	59	5:1	2.0:1
China	176?	44	49?	82	4:1	0.5:1
France	172	134	38	49	5:1	2.7:1
Japan	262	123	22	69	12:1	1.8:1
UK	165	199	34	129	5:1	1.5:1
Germany	164	183	25	81	7:1	2.3:1
Italy	150	121	23	82	7:1	1.5:1
India	71	91	24	51	3:1	1.8:1
Spain	80	193	14	163	6:1	1.2:1
Canada	58	152	11	112	5:1	1.4:1
Brazil	60	57	6	35	10:1	1.6:1
Russia	38	132	5	8	8:1	16:1
Australia	22	158	6	49	4:1	3.2:1
Netherlands	20	312	5	42	4:1	7:1
Turkey	26	51	3	5	9:1	10:1
Mexico	26	70	3	50	9:1	1.4:1
Chile	19	109	3	22	6:1	5.0:1
Sweden	25	129	2	16	12:1	8:1

Discrimination against women

Physics invented and built by men, it's not by invitation.

Curie etc. welcomed after showing what they can do, got Nobels...

Quotas in best jobs only is not equality



Men make worst jobs, and 95% of work deaths.



M(ainstream?) Theory

[In string gender conferences, check links]

"All women share the same kind of sad and unfair experiences since the beginning of their scientific career". "Mansplaning. Gaslighting. White Male Hetero Privilege. Sexual harassment at epidemic levels. Micro-aggressions". Men mobilize their masculinity supporting ... men in ways that advance careers. You don't see? You have (unconscious) bias and steal credit to women. "Evaluators tend to favour men". "Scientific quality is a gender social construction". "Excellence is the current buzzword. Gender equality should achieve the same". "I have a dream: that ... excellence in science is no more distorted and sweletred by gender stereotypes or creeping discrimination". "Positive discrimination and gender mainstreaming", "We have to help women at all levels ... to academic positions", "programmes for women ... challenged in court for discrimination" [vs men]. "People and culture can be obstacles for change".

Harvard fired Summers for telling this!

Summers, Motl had to leave Harvard... Theory of higher variability by T. Hill et *** "suppressed" by NSF, Springer. Nobel Tim Hunt fired for a misreported joke... James Darmore fired by Google... Matt Taylor humiliated for his shirt...



Social scientists list in publications ways used to impose the gender paradigm: fake/selective results/citations, obstructions, funds cut, violence...

In 2016 CERN attacked as "homophobic" by big media for nothing.

What is behind this?

M theory is (cultural) Marxism

Some politicians survived to 1989 promoting a victimocracy of "minorities" and silence who disagrees with their ideology. "Equity" degenerated in "gender".



The goal of this is: more women in STEM. Indoctrinating to the ideology.

Their "gender equality" works because it's the usual sexism: women and men in their traditional gender roles of victims and protectors/providers. It's blind human biology practiced as in the plains of Africa thousands of years ago.

I said Thoughtcrime according to Minister of Truth and PC Thought Police.

Conclusions

Data consistent with Standard Model: no new S_2 symmetry in Nature.

Physics is not sexist against women. However truth does not matter, because it's part of a political battle coming from outside. Not clear who will win.

PS: many told me "don't speak, it's dangerous". As a student, I wrote that weak-scale SUSY is not right, and I survived. Hope to see you again.

